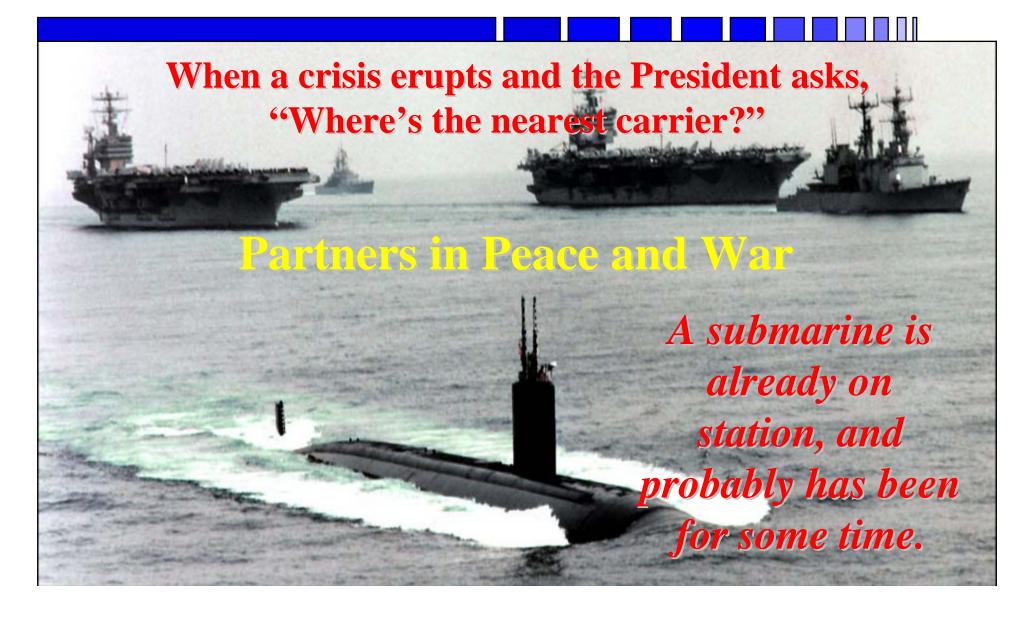




U.S. Submarine and Surface Forces





Why "Nukes" ARE SPECIAL

We are an elite corps

- One of only 33 critical ratings skills in *all* of the military
- The toughest technical pipeline in the Navy
- One of the most intellectually selective programs in the government

We share a unique bond

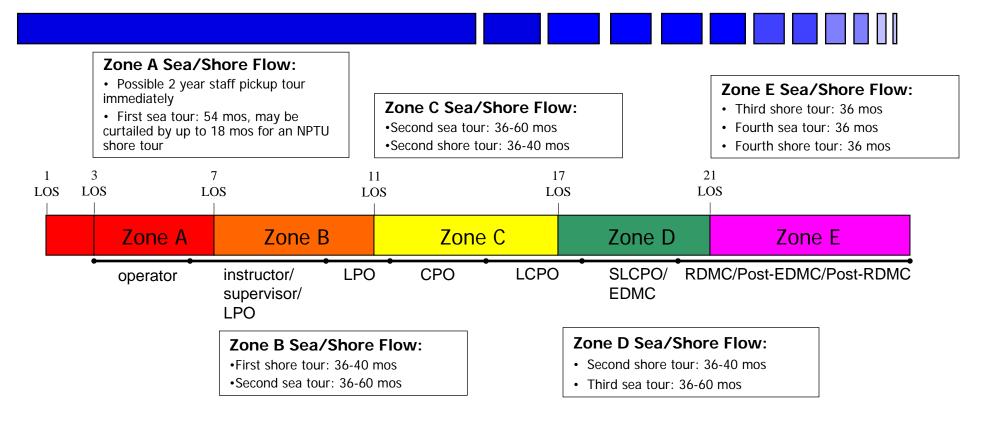
- Integrity, Knowledge and Procedural Compliance are common to every nuclear Sailor
- We have a rich and deep history
 - » Our rigorous training has resulted in an unparalled safety record that we all are responsible for maintaining

We are in high demand

- We are responsible for 40% of the Navy's warships
- We are responsible for ensuring that the United States' foreign policy is executed
- Our methods are emulated both inside and outside of the Navy



Nuclear Enlisted Career Progression



LOS – LENGTH OF SERVICE (Based upon Active Duty Service Date)

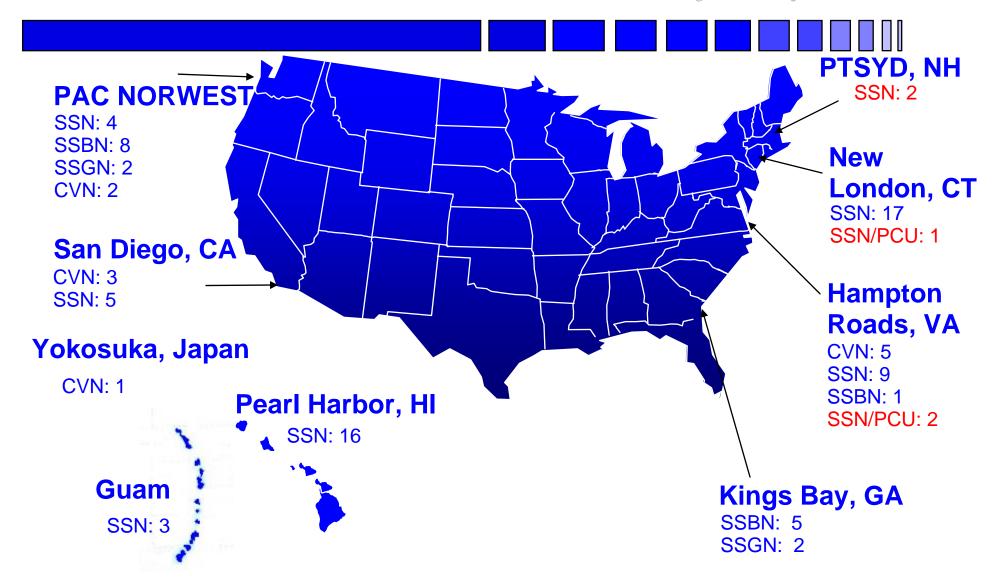
If your ADSD is 1 Jan 2000

- LOS 1 begins on 1 Jan 2000
- **LOS 3 Begins on 1 Jan 2002**
- **LOS 7 Begins on 1 Jan 2006**



Crew Distribution

As of May 2010





Nuclear Field Your First Sea Tour

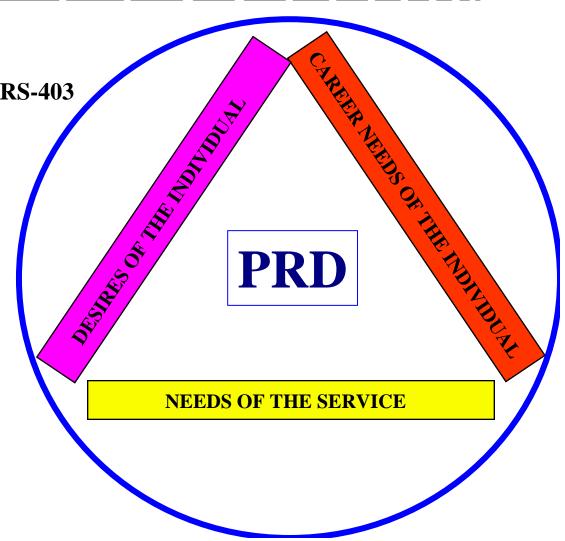
- Operations and Maintenance--Primary Responsibility
- Training and Qualifications
 - Initial (operator) vs. advanced (supervisor)
- Advancement
 - STAR reenlistment provides:
 - » 100% advancement opportunity to E-5!
 - » "2 for the price of 1" 4 yr reenlistment bonus
 - » Only 2 additional years of obligated service (all on shore)
- Reenlistment/Extensions
 - Stay/Leave Decision--Obligate to shore
 - Can waive up to 18 months for NPTU shore duty

The Key--Take charge of your career development



Detailing: Mechanics

- PRD (Projected Rotation Date) establishes the playing field
 - This PRD is agreed upon by PERS-403 and the Chain of Command
- Detailing "Triad" then finds the right "fit" via:
 - Slating process
 - » Done at nearly every level of seniority
 - » Ensures "Triad Balanced"
 - » Ensures fair process
 - Nomination process
 - » High visibility assignments
- Our Job is to give every Sailor the opportunity to screen and promote



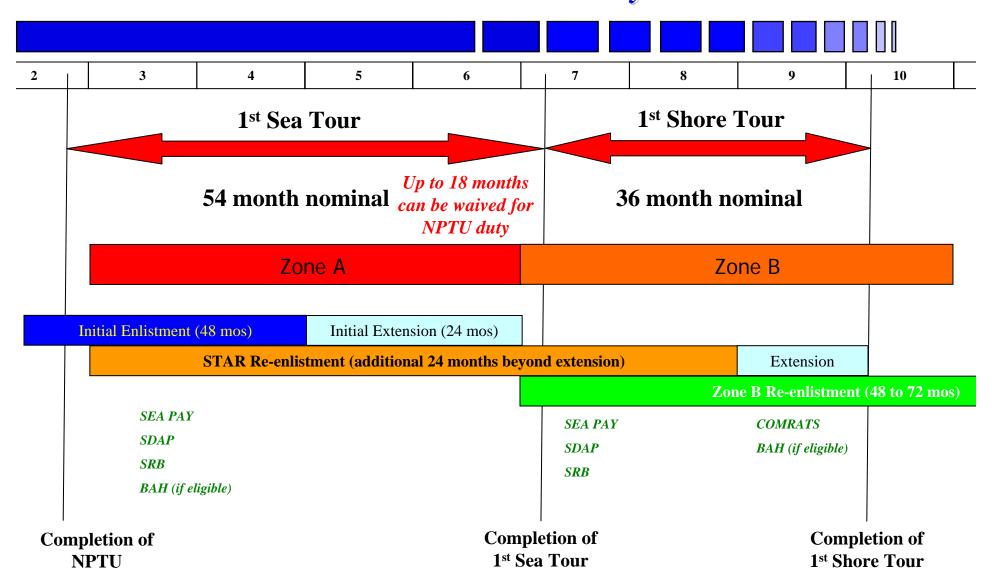


Nuclear Field Future Assignments

- Must reenlist Zone "A" to get Shore Duty
 - Make your career stay/leave decision while on shore
 - » "Normal" life experience; opportunity to better judge where you prefer to take your career
 - » Opportunity for advanced education
 - » Schools enroute: 3373--ETMS, 3376--RCTQS, 3377--Nuclear Planner
- **Looking Ahead--First Shore Duty options**
 - Prescribed shore tour length/nuclear enlisted SSF
 - Types of duty, locations, variety of options
 - » Nuclear Instructor--NFAS, NPS, NPTU
 - Most important nuclear enlisted shore duty
 - Master Training Specialist
 - Most Sailors should expect to be instructors at least once during a career.
 - » Other--Tender duty, NRMD, SIMA, recruiting, general instructor duty and shore staff assignments
 - CONSUBPAY ashore requires 14 month return to sea commitment
 - » Can mean keeping \$7,000-\$14,000 over a 3 year shore duty tour

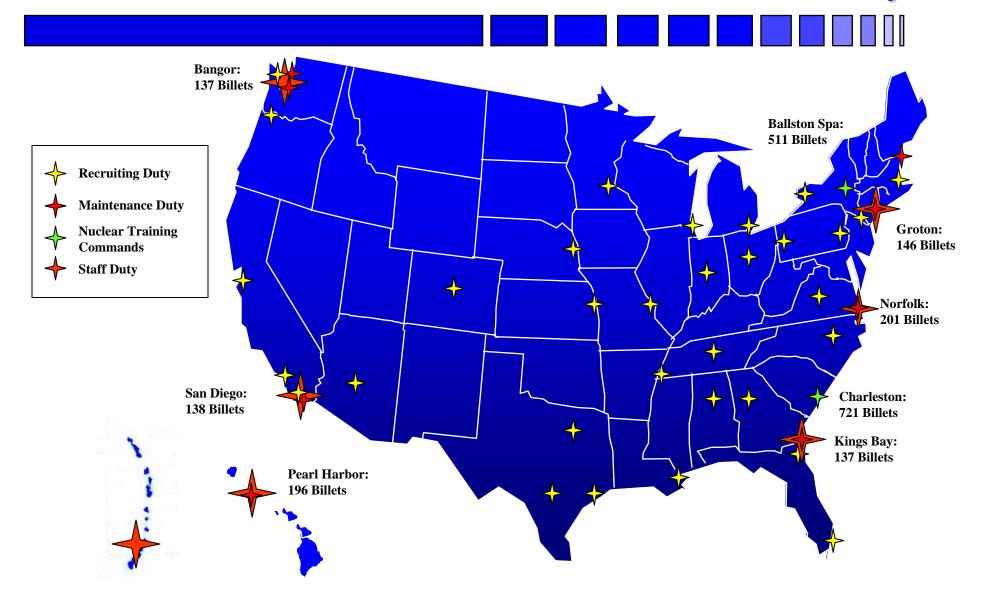


1st Shore Duty 1/2 Way to Retirement





Nuclear Enlisted Shore Duty





Nuclear Field Why Prototype?

- A priority billet
 - Extremely important to the success of the Navy's Nuclear Power Program
- Demanding and rewarding job
 - Feeling of worth; part of a team; clearly focused objectives
- Opportunity to mentor junior Sailors
 - Make a difference in tomorrow's Fleet
- Only duty which allows a submarine Sailor to qualify and stand watch as EOOW
- Outstanding opportunities
 - For advancement
 - » CPO precepts identifies prototype as exceptional duty
 - For advanced education
- Great environment for the family
- Highest SDAP ashore







CPO Detailing

- **CPO Re-distribution** (Submarine CPOs only)
 - Attempt to maintain same homeport
 - Based on needs of the Fleet
 - Starts with recommendations by Pers 403 to waterfront staffs
 - Brokered and approved by TYCOM
 - Where possible, deployment schedules factor in. Some CPOs may see increase in underway time
 - Some new CPO's ashore may be asked to roll early to sea
- **ELT** Chiefs will be assigned as M division LCPOs as a rule although sometimes needs of the fleet will require an ELT Chief to lead RL division.
- New CPO's will be sent through LCPO training in Norfolk as part of Permanent Change of Duty Station orders.



EDMC/RDMC Detailing

EDMC Qualification

- New NEC for qualified EDMC and served RDMC's
- EDMC School en route to first EDMC tour

EDMC Assignment

- Based on slate of jobs and recommendation by Pers 403
- Screened and approved by Community Managers
- EXPECTED OF ALL E8's! We promote to those billets so only recommend Sailors for E8 if they are potential EDMC's
- Qualification is independent of screening and approval



Post EDMC/RDMC Detailing

- Types of Nuclear Assignments
 - Training Commands
 - » Plant EDMC
 - » FIDE Instructor
 - » LCPO instructor
 - Squadron/TYCOM Staff
 - New one-year tour on EMORY S. LAND during a full tour at NSSC Norfolk.
- Additional Command Master Chief opportunities (usually after COB tour for submariners).



E-9

E-8

E-7

E-6

E-5

E-4

Nuclear Field **Career Paths Electronics Technician**



SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

SEA TOUR (36 MONTHS) NEC: 3359/89, 3363/93

DUTY STA: SSN/SSBN (3363); CVN (3393) BILLET: CMC/COB/DEPARTMENT LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

SEA TOUR (36-48 MONTHS) NEC: 33X3

DUTY STA: SSN/SSBN (3363); CVN (3393)

BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE BILLET: INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE

TECH/STAFF/GENERAL/RECRUITER

SEA TOUR (60 MONTHS) NEC: 33X3

DUTY STA: SSN/SSBN (3363); CVN (3393) BILLET: DIVISION LPO / ASSISTANT LPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X3

DUTY STA: SSN/SSBN (3353); CVN (3383)

BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH GOAL: SENIOR IN RATE AND WARFARE OUALIFICATION

SHORE TOUR/TRAINING (82 WEEKS)

DUTY STA: RTC→NFAS→NPS→NPTU

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU

Nuclear Field **Career Paths** Electrician's Mate



SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

SEA TOUR (36 MONTHS) NEC: 3359/89, 3364/94

DUTY STA: SSN/SSBN (3364); CVN (3394) BILLET: CMC/COB/DEPARTMENT LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

SEA TOUR (36-48 MONTHS) NEC: 33X4

DUTY STA: SSN/SSBN (3364); CVN (3394) BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE BILLET:

TECH/STAFF/GENERAL/RECRUITER

SEA TOUR (60 MONTHS) NEC: 33X4

DUTY STA: SSN/SSBN (3364); CVN (3394) BILLET: DIVISION LPO / ASSISTANT LPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X4

DUTY STA: SSN/SSBN (3354); CVN (3384)

BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH

GOAL: SENIOR IN RATE AND WARFARE QUALIFICATION

SHORE TOUR/TRAINING (81 WEEKS) NEC: 9901

DUTY STA: RTC→NFAS→NPS→NPTU

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU

E-5

E-6

E-9

E-8

E-7

E-4

E-9

E-8

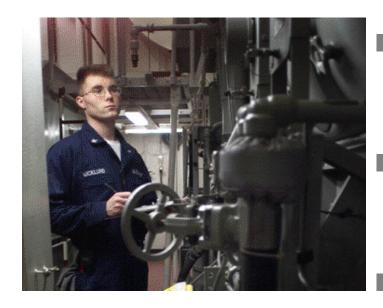
E-7

E-6

E-5

E-4

Nuclear Field 20 **Career Paths** Machinist's Mate



SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

SEA TOUR (36 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: SSN/SSBN (3365(6)); CVN (3395(6))

BILLET: CMC/COB/DEPARTMENT LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

SEA TOUR (36-48 MONTHS) NEC: 33X5(6)

DUTY STA: SSN/SSBN (3365(6)); CVN (3395(6)) BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE BILLET: INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE

TECH/STAFF/GENERAL/RECRUITER

SEA TOUR (60 MONTHS) NEC: 33X5(6)

DUTY STA: SSN/SSBN (3365(6)); CVN (3395(6))

BILLET: DIVISION LPO / ASSISTANT LPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X5(6)

DUTY STA: SSN/SSBN (3355(6)); CVN (3385(6))

BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH

GOAL: SENIOR IN RATE AND WARFARE QUALIFICATION

SHORE TOUR/TRAINING (71 WEEKS) NEC: 9901

DUTY STA: RTC→NFAS→NPS→NPTU

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU



Nuclear Field Compensation

- Base Pay*
- Sea Pay*
- Basic Allowance for Housing (BAH)*
- Basic Allowance for Subsistence (BAS)*

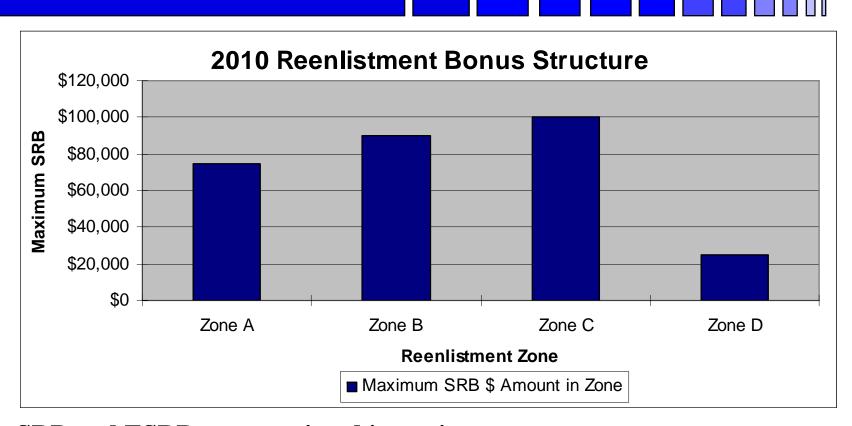
- **Enlistment Bonus**
- Special Duty Assignment Pay (SDAP)
- Selective Reenlistment Bonus (SRB)
- Enlisted Supervisor Retention Pay (ESRP)

*For current pay tables, BAH calculator, and pay rates see:

http://www.dfas.mil/militarypay/militarypaytables.html



Career Incentives



SRB and **ESRP** create a tiered incentive structure

- Rising incentive for increased responsibility and seniority
- Target our most critical supervisors (Zone C)
- Provides an attractive monetary incentive to Stay Navy as a junior Sailor



Why STAR Reenlist TODAY!

- Benefits of STAR reenlistment at TWO years of service
 - Improved Quality of Life
 - » Guaranteed promotion to E-5
 - » Single Sailors are eligible to live in town vice the barracks (single BAH)
 - Increased Career Opportunities
 - » Eligible to take the E-6 exam sooner since TIG starts as soon as you STAR
 - » Hard chargers (EP) who STAR could make CPO in 7 years
 - Extra Pay
 - » SRB of more than \$60,000 for only two extra years of Naval service
 - » STAR reenlistment could mean an extra \$26,000 through Zone A
 - BAH and Base Pay advantage exceed any potential SRB gain

STAR Reenlistment at 2 Years

Passing the E-5 Exam at 3 Years

Total	\$362,602	Total	\$336,108
BAH for 6 Years	\$113,184	BAH for 5 Years	\$85,680
Base Pay through 8 Years	\$185,856	Base Pay through 8 Years	\$176,652
Zone A SRB	\$63,562	Zone A SRB	\$73,776

Assumes: 8.0 SRB multiple and Norfolk BAH



SRB Changes May 2010

Zone A	OCT 09 SRB Multiple	New SRB Multiple	Basis (E-4 >2)	Zone B	OCT 09 SRB Multiple	New SRB Multiple	Basis (E-6 >6)
ET(SS)	7.0	9.5	\$75,000	ET(SS)	6.5	7.5 🕇	\$84,030
EM(SS)	6.0	8.0 🕇	\$63,552	EM(SS)	5.5	5.5	\$61,622
MM(SS)	7.0	9.0 🕇	\$71,496	MM(SS)	6.5	8.0 🕇	\$89,632
ELT(SS)	8.0	9.5 🕇	\$75,000	ELT(SS)	6.5	6.5	\$72,826
ET(SW)	6.5	9.0 🕇	\$71,496	ET(SW)	6.5	8.0 🕇	\$89,632
EM(SW)	5.5	7.0 🕇	\$55,608	EM(SW)	5.5	5.5	\$61,622
MM(SW)	6.5	9.0 🕇	\$71,496	MM(SW)	6.5	6.5	\$72,826
ELT(SW)	6.0	9.0	\$71,496	ELT(SW)	5.0	8.0	\$89,632



ESRP Execution Status (as of 15 May 2010)

- Revision of ESRP program (DTG 122232Z FEB 10)
 - FY-10 **Zone** C ESRP:
 - » 182 contracts awarded to date worth \$17.4M
 - » Average contract worth \$95,780
 - **FY-10 Zone D** ESRP:
 - » 44 contracts awarded worth \$0.8M
 - » Average contract worth \$17,159
- **Total since the inception of the program**
 - \$93.0M
 - Total contracts 1935

NEC	Zone	Zone
	C*	D*
3363 (ETSS Supervisor)	7.5	1.5
3364 (EMSS Supervisor)	5.0	1.0
3365 (MMSS Supervisor)	6.5	1.5
3366 (ELTSS Supervisor)	7.0	1.0
3393 (ETSW Supervisor)	5.5	0.5
3394 (EMSW Supervisor)	5.0	0.5
3395 (MMSW Supervisor)	5.0	0.5
3396 (ELTSW Supervisor)	5.0	0.5

^{*}New rates effective 15 March 2010



Nuclear Field Compensation *SDAP*

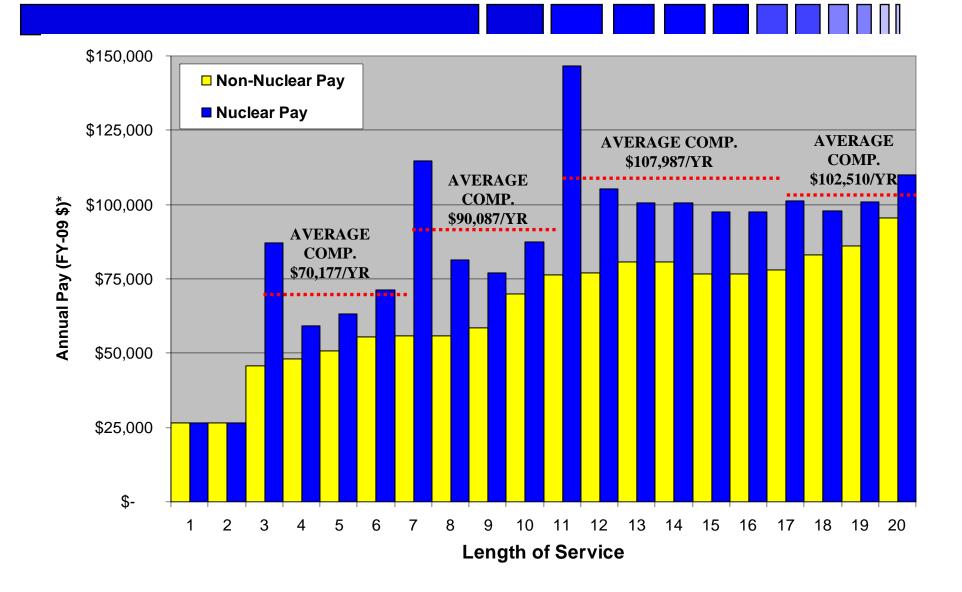
Special Duty Assignment Pay (SDAP)

- Provides monetary incentive to Sailors with specific designated skills who are serving in uniquely challenging assignments
- Current SDAP Levels (\$/month):

NEC	Sea Duty	NPTU Instructor Duty	NNPTC/ Shore Duty	Tender Duty	Recruiting Duty
Operator 335X/338X	\$150	\$150	\$150	\$375	\$450
Supervisor 336X/339X	\$375	\$450	\$300	\$375	\$450

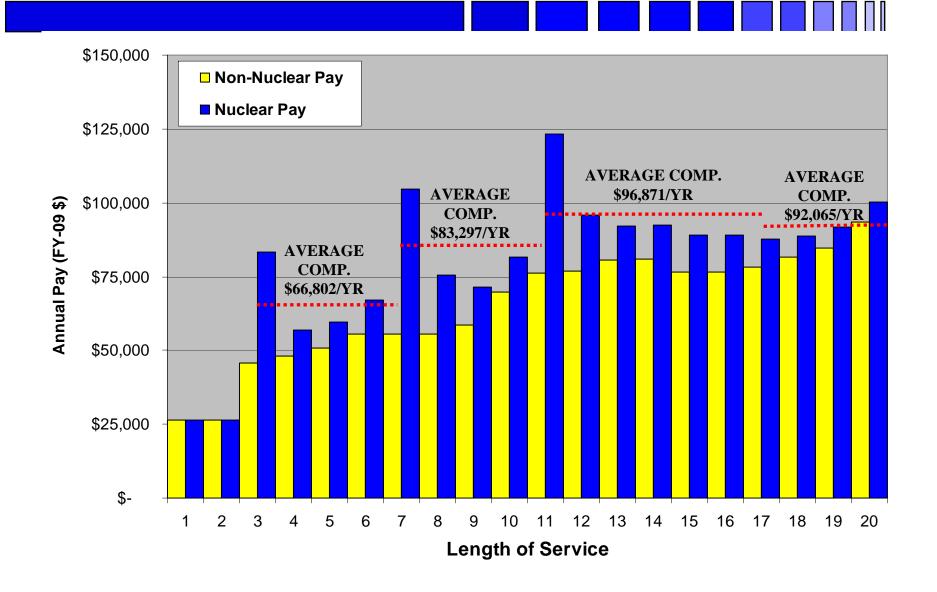


Career Compensation ET(SS)





Career Compensation MM(SW)





Pay Comparison

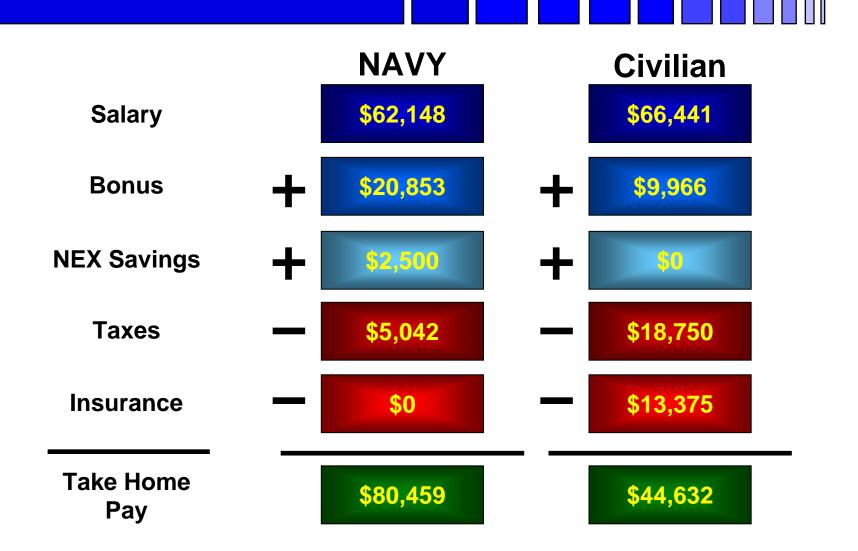
Calculate the value of all Navy benefits and compensations

Salary Bonus NEX Savings Taxes Insurance Take Home Pay



Pay Comparison

ET1(SS), 8 YOS, Married, 2 Kids, Norfolk





Pay ComparisonMilitary Retirement

Equivalent to the government investing \$20,000 every year into your pension fund.

Retirement Plan Values:

- E6: \$1,923,503

- E7: \$2,245,645

- E8: \$2,470,865

- E9: \$2,825,474



Retirement Benefits

Assumptions

- You are a 19 year old today
- You will live to the expected lifetime of the average American (89.7 years)
- You retire 20 years from now as a Chief Petty Officer
- In 20 years, you will make in excess of \$1,640,500 in career earnings
 - This does not include the tax advantage for your allowances
 - This does not include any annual base pay or other increases
 - This does not include your other benefits of no cost health care¹, commissary and exchange privileges, etc...

When you retire

- You will receive an annual annuity of \$39,281.00² plus benefits the rest of your life
- You will receive an additional \$1,964,050 in retirement pay over the next 50 years
 - ¹ Civilians spend an average of \$10,712/yr in premiums to provide health care for a family of four
 - ² Assumes 2.5% base pay increase each year



Bureau of Labor and Statistics Wage Data

OCCUPATIONAL TITLE	TOTAL EMPLOYEES	ANNUAL MEAN WAGE
Nuclear power reactor operators (4970	\$73,510
Power distributors and dispatchers	9820	\$66,070
Power plant operators	34700	\$58,340
First-line supervisors/managers of mechanics, installers, and repairers	443840	\$59,160
Engineering technicians, except		
drafters, all other	73870	\$56,560
Gas plant operators	14500	\$55,350
Petroleum pump system operators, refinery operators, and gaugers	45710	\$54,950
Electrical and electronic engineering technicians	162330	\$53,990
Chemical plant and system operators	44600	\$52,150
First-line supervisors/managers of production and operating workers	658500	\$53,500
Stationary engineers and boiler operators	39000	\$50,660
Plant and system operators, all other	12370	\$48,590
Mechanical engineering technicians	45770	\$50,040
Industrial engineering technicians	72820	\$50,070
Electro-mechanical technicians	16290	\$48,110
Chemical equipment operators and tenders	52890	\$45,580
Environmental engineering technicians	20740	\$44,440
Water and liquid waste treatment plant and system operators	110300	\$39,950

- Navy is exceptionally competitive and usually exceeds your overall civilian compensation
- The Navy offers the best TOTAL compensation package unequalled by any civilian offering
 - No Cost health care
 - Commissary and exchange privileges
 - MWR, reduced prices on gasoline etc...
- Only a few limited career fields with a small number of total employees has an annual median wage that exceeds overall Navy compensation.
 - Most of these are only after several years of earning seniority
 - Most employers do not provide free health care or retirement benefits other than an opportunity to invest in a 40K plan

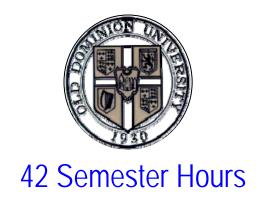


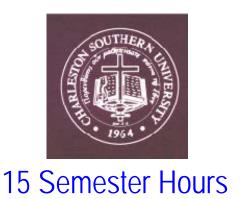
Nuclear Field

Education Opportunities

- What should you be looking to gain out of advanced education:
 - Degree, commission, better educated Sailor, pride/self-assurance
 - Better positioned for military and civilian world
- Navy College Program (NCP)
 - Matched with previous nuclear education
 - » Rating Roadmaps
 - » SMART Transcripts
 - 2 year vs. 4 year degree
 - Distance Learning; PACE program
- Monetary Support and Funding
 - Tuition Assistance (TA)
 - » Now covers 100% of tuition costs!
 - Montgomery GI Bill (MGIB)
 - Veterans Education Assistance Act (VEAA)
 - Navy College Fund (NCF)
 - Other monetary support, such as EB
- Charleston and Ballston Spa Education Opportunities











Over 41 Semester Hours

Sample Nuclear Enlisted Credit Acceptance



30 Semester Hours



33 Semester Hours



13 Semester Hours



About 90 Semester Hours



Maintain Your Good Standing

- Maintaining requirements to keep your Operator or Supervisor NEC keeps you eligible for
 - Best career enhancing assignments
 - Special Duty Assignment Pay (SDAP)
 - SRB/ESRP when you reenlist
- Current PFA policy requires that your Supervisor NEC be reduced to Operator if you fail three PFAs in four years
 - A downgrade to Operator will result in operator level SDAP
 - You can regain your Supervisor NEC when you meet PFA standards
- Limited duty will result in your NEC shifting to 3359/3389
 - Unless in an "inpatient status", on convalescent leave or filling a nuclear billet, you will not be entitled to nuclear SDAP



Advancement Selection Boards

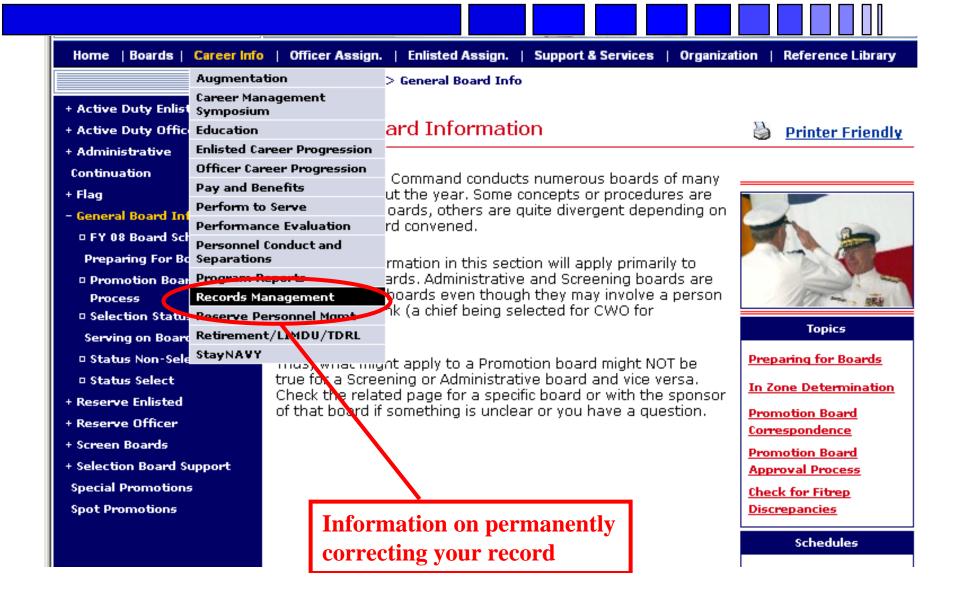
- NPC Website Single Stop For Advancement information
- www.npc.navy.mil/boards
 - Sustained Superior Performance at Sea
 - Major Command Collateral Duties
 - Varying Platforms
 - Advanced Education
 - Breakout Ranking at Command

Examine your record 4 months prior to the board.

Members are responsible for ensuring their record is complete!



Record Corrections





N133 Website Stay Plugged In!

- Subpay incentive instruction
- SRB/ESRP NAVADMIN's, Policy Memo, Zone Multiples
- Nuclear Enlisted Programs
- Nuclear Officer Programs
- Nuclear Ratings overview

www.npc.navy.mil Search on: Enlisted Assign/Community Managers/Nuclear





PERS-403

Contact Information

Nuclear Detailers:	DSN: 882
---------------------------	-----------------

SUB CPO	901-874-3627
3353/63 E-4 – E-6	901-874-3645
3354/64 E-4 – E-6	901-874-3624
3355/65/welder E-4 – E-6	901-874-3628
3356/66 E-4 – E-6	901-874-3630

SURF CPO	901-874-3648
3383/93 E-4 – E-6	901-874-3651
3384/94 E-4-E-6	901-874-3631
3385/95 E-4 – E-6	901-874-3632
3386/96 E-4 – E-6	901-874-2357

